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For The Public Safety Executive

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# The Brass Key

For The Public Safety Executive

## Richmond, Virginia's New Police Chief "The Best Chief in America" is Coming to Town



*Chief Rodney Monroe*

Richmond's search for a new police chief is over. The new chief's name is Rodney David Monroe. Chief Monroe was chosen out of 53 other applicants who were also up for the job.

Monroe comes to Richmond with 25 years of law enforcement experience, including 22 years of service with Washington D.C.'s police department.

His public safety management duties during that time in Washington, D.C. included criminal investigations involving local and federal law enforcement agencies such as the FBI, DEA, U.S. Secret Service and ATF as well as managing events such as the 1995 Million-Man March and the 1997 Presidential Inauguration.

Most recently he served for 3 and a half years as police chief of Macon, Georgia. In Macon, he managed a force of 400 members in the areas of safety patrol, youth and intervention services, management services, support services and communications/internal affairs. His leadership in that post resulted in redeployment of additional officers into the community, more active neighborhood watch efforts among residents and businesses, a 5% percent reduction in crime, and securing additional federal funds for youth intervention programs.

Mr. Monroe graduated from the FBI National Academy and the George Washington University Center for Municipal Management, among other academic achievements.

Chief Monroe was chosen unanimously by Richmond Mayor Wilder's transition committee.

"The best chief of police in America is coming to your town," Macon Mayor Jack Ellis said.

He will begin working in Richmond next month.

Monroe, who smokes something less than a pack of Benson & Hedges menthols, may be right at home in Tobacco Town, but he will begin the job at odds with the Department's "no tobacco" policy for new employees and anti-smoking activists.

He's going to be [policing] drug addicts, and he himself is a drug addict," said Anne Morrow Donley, president of Virginia's Group to Alleviate Smoking in Public (GASP).

On the no tobacco policy, spokesman Sgt. Harvey Powers said that "Richmond Police General Orders are not set in stone. They are constantly in a state of review and are routinely rewritten."

Simply put, the new chief can change the rules.

## Opportunities Featured In This Issue:

**The Brass Key**

### ALABAMA

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Chief of Police

### ARIZONA

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Director of Public Safety

Cochise County  
Emergency Services  
Coordinator

### ARKANSAS

University of Arkansas  
at Pine Bluff  
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### GEORGIA

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Chief of Police

### TEXAS

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Assistant Chief of Police

Bee Cave Police Dept.  
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Lorenzo Police Dept.  
Chief of Police

Princeton Police Department  
Chief of Police

Rollingwood Police Dept.  
Chief of Police

Sweetwater Fire Dept.  
Fire Chief

Watauga, City of  
Police Sergeant

### WASHINGTON

Ferndale Police Dept  
Chief of Police

Mossyrock Police Dept.  
Chief of Police

### WISCONSIN

Milton Police Dept.  
Chief of Police

Port Washington Police Dept  
Chief of Police

Salem Fire Dept.  
Fire Chief

### The Brass Key

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Kevin@theblueline.com

## ALABAMA

**Chief of Police**  
**Orange Beach, City of**  
 PO Box 458  
 Orange Beach, AL 35651  
 251-981-6979

Population: 4,000  
 Sworn Officers: 33  
 Application Deadline: not stated

City of Orange Beach Orange Beach, Alabama Work involves overseeing, managing, planning and supervising departmental employees, programs and activities. Develops, presents, justifies and monitors departmental budget. Provide direction and leadership to departmental personnel. Expected to direct interaction with community, department heads, and seasonal visitors. High school diploma or equivalent, prefer college level training. Certification by Peace Officers Standards and Training Commission for law enforcement officers. Five years experience in progressively responsible police administration. The City of Orange Beach, Alabama is a coastal resort city of 4,000 population and 50,000 plus seasonal visitors. The Chief of Police works under the direction of the City Administrator. Cathy Constantino, HR Director City of Orange Beach P. O. Box 458 Orange Beach, AL 35661 251-981-6979 \* FAX: 251-981-6981 cconstantino@cityoforangebeach.com www.cityoforangebeach.com

## ARIZONA

**Director of Public Safety**  
**Apache Junction, City of**  
 1001 N Idaho Rd  
 Apache Junction, AZ 85219  
 480-474-5067

Population: 25,000  
 Sworn Officers: 49  
 Application Deadline: Not stated

The successful candidate will engage employees in productive problem solving and will encourage meaningful employee participation and teamwork. The successful candidate will be familiar and comfortable with the police culture and with local government, community organi-

zation and management, and in developing and sustaining an effective community policing environment. He or she will approach sensitive department, city organization, and community issues with discretion and diplomacy. He or she will be confident and secure in who they are and what they can bring to the organization as a leader. The ideal candidate will have a Master's degree, F.B.I. academy experience, advanced executive leadership development coursework, and a minimum of eight years progressively responsible administrative and supervisory experience in law enforcement. He or she will be fully certified by Arizona POST or able to achieve Arizona POST certification within six months of employment. The ideal candidate will be one who has demonstrated accomplishments in the following areas: Leadership Development, Incident Management, Project Planning and Management, Policy Development, Multi-jurisdictional Partnerships, Process Mapping, Crime Analysis System Design, Research and Report Development, Change Facilitation, Community Education, Personnel Development Programs, Performance Management City application forms are required. Forms available at [www.ajcity.net](http://www.ajcity.net), by e-mail at [hr@ajcity.net](mailto:hr@ajcity.net), or by phone at (480) 474-5067.

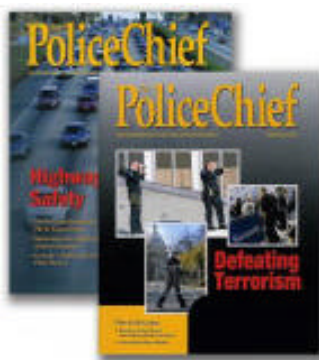
**Emergency Services Coordinator**  
**Cochise County**  
 1415 Melody Lane, Bldg F

Bisbee, AZ 85603  
 520-432-9700

Population: n/a  
 Sworn Officers: n/a  
 Application Deadline: not stated

Salary \$42,640-\$62,941 annually, plus a competitive benefits package. A Bachelor's Degree in public administration, or a closely related field; four (4) years of emergency services experience in a public or private sectors; two (2) years supervisory experience; OR an equivalent combination of experience, education and training which provides the desired knowledge, skills and abilities of this classification; must possess and maintain a valid Arizona Driver's License and possess the

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ability to acquire various certifications and licenses as the position may require. SPECIAL REQUIREMENTS: Applicants who meet the minimum qualifications of this classification will be required to successfully complete a criminal background check, psychometric testing, polygraph and physical examination prior to being considered for employment. For more information and application materials contact Cochise County Human Resources at (520)432-9700 or visit our website at [www.cochisecounty.com](http://www.cochisecounty.com) A completed Cochise County Employment Application must be submitted to be considered for the position.

## ARKANSAS

**Director of Public Safety**  
**University of Arkansas at Pine Bluff**  
 1200 North University Drive  
 Pine Bluff, AR 71601  
 870-575-8101

Population: 3,500  
 Sworn Officers: 20  
 Application Deadline: Not stated

The Director/Chief reports directly to the Vice Chancellor for Students Affairs and is responsible for the law enforcement leadership of a comprehensive, 24-hour service to

an academic community of nearly 3,500 students, with 650 faculty/staff in a city of approximately 55,000 residents. The Director/Chief provides leadership in a department comprised of 14 full-time officers, 4 dispatchers, part-time officers and 2 clerical employees. The University is seeking an energetic and experienced professional with proven strategic planning and operational skills; proven ability to manage limited resources effectively with knowledge of current policy practices, procedures and philosophies; excellent written and oral communication skills; sensitivity to and ability to work in a diverse setting; and demonstrate commitment to partnership building between campus law enforcement and the university community. Bachelor's degree in Criminal Justice or related field with 4 years (8 preferred) of experience in law enforcement or related area including two years in a supervisory capacity. Advance study in appropriate area of specialization with six years of progressively more responsible law enforcement experience; current Arkansas law enforcement certification in accordance with Arkansas Commission on Law Enforcement Standards and Training, or acquisition of such within one year of date of hire.

## CALIFORNIA

Chief of Police  
Oakland Police Dept  
455 7th St  
Oakland, CA 94607  
510-238-3339

Population: 372,000  
Sworn Officers: 800  
Application Deadline: 3/31/2005

Chief of Police - \$150,000 - \$180,000 per year. Strong consideration will be given to candidates with a Master's Degree and advanced training at the FBI National Academy, Senior Management Institute for Police, or other similarly recognized police or public sector leadership programs. Candidates must have strong management skills and experience in labor relations will be a definite asset. Successful candidates must achieve full standing as a police officer in the State of California. Qualified applicants will show evidence of their commitment to public safety through community policing fundamentals, and in the implementation of innovative crime fighting strategies. Experience in disaster and emergency preparedness is desired. The chief will be required to develop the organization to its highest potential and meet the needs of a broadly diverse population. The chief must have strong interpersonal skills and be able to forge excellent working relationships with members of the community and police department. To apply, please send a current resume and a cover letter summarizing your qualifications, and five references to: The Police Executive Research Forum Oakland Search 1120 Connecticut Ave., NW, Suite 930 Washington, DC 20036  
Agency Website:  
[www.policeforum.org](http://www.policeforum.org).

## GEORGIA

Chief of Police  
Kingsland, City of  
PO Box 250  
Kingsland, GA 31548  
912-729-5613

Population: 10,000  
Sworn Officers: 27  
Application Deadline: 2/10/2005

The City of Kingsland, Georgia is seeking an experienced and qualified candidate for the position of Chief of Police. Kingsland is located on the South Georgia Coast within close proximity to Cumberland Island National Seashore, Brunswick and the Golden Isles, and Jacksonville, Florida. Kingsland has a resident population of approximately 10,500 and hosts tens of thousands of travelers and tourists daily. This is an appointed position responsible for directing all staff and department functions, including long and short range planning, budget development, and project/program management. Department is responsible for providing law enforcement functions to protect life and property, prevent the commission of crimes, provide community services and preserve peace. Minimum qualifications include Bachelor's degree from an accredited four-year college or university in related field (Master's degree is preferred); and ten or more years of progressively responsible related supervisory experience; or any combination of education, training and experience which provides the required knowledge, skills, and abilities to perform the essential functions of the job. POST Certification and valid drivers license is required. Salary range is \$52,409 - \$69,878 depending on qualifications and experience. For more information or a copy of the job description contact Lee Spell at (912) 729-5613 or e-mail to [lsPELL@tds.net](mailto:lsPELL@tds.net). Submit resume to Lee H. Spell, Human Resources Director, PO Box 250, Kingsland, Georgia 31548 by the close of business on February 10, 2005.

## KANSAS

Chief of Police  
Ellis Police Dept.  
815 Jefferson  
Ellis, KS 67637  
785-726-4462

Population: 1,990  
Sworn Officers: 5  
Application Deadline: 2/15/2005

High School diploma, must possess valid Kansas Driver's License and Kansas Law Enforcement Certification, minimum of 5 years supervisory experience. EOE Send letter of interest, resume professional and personal reference & application to Police Chief Search Committee, c/o City Clerk, 815 Jefferson, Ellis, KS 67637. Applications available at city hall. [www.ellis.ks.us](http://www.ellis.ks.us). [ellis-clerk@eaglecom.net](mailto:ellis-clerk@eaglecom.net).

Chief of Police  
Wilson Police Dept.  
2407 Ave. E  
Wilson, KS 67490  
785-658-2272

Population: 878  
Sworn Officers: 1  
Application Deadline: 3/7/2005

The City of Wilson is accepting applications for Police Chief. For job description and qualification information contact the Wilson City Hall at 2407 Ave E, PO Box, J, Wilson, KS 67490 or call 785-658-2272. Initial application deadline is March 7th, 2005 at 4:00pm. Resume with references will be required

## MARYLAND

Chief of Police  
Glenarden, City of  
8600 Glenarden Pkwy  
Glenarden, MD 20706  
301-772-3214

Population: 6,500  
Sworn Officers: 10  
Application Deadline: 2/11/2005

The ideal candidate will possess excellent verbal, written and interpersonal communication skills, along with strong management and organizational capabilities. They must also be self-motivated and able to work well with the public, City officials and staff. The candidate will report to the City Manager and work at the pleasure of the Mayor. Minimum qualifications require 10 years of progressively responsible work experience in law enforcement, with at least 5 years in an administrative or senior command level role in an agency of equivalent size or larger. Acceptable candidates will be certified under Maryland State standards and must pass all screening procedures to include medical and fitness evaluations, polygraph testing, psychological assessments and reference/complete background review. Retirees are encouraged to apply. EOE Please send an employment application, resume and cover letter via mail, fax or e-mail for immediate consideration. Employment applications are available on the city's website or by calling the number listed above.  
Agency Website:  
[www.cityofglenarden.org](http://www.cityofglenarden.org).



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## MISSOURI

### Chief of Police

#### Carl Junction Police Dept

105 N Main St  
Carl Junction, MO 64834  
417-649-7070

Population: n/a  
Sworn Officers: n/a  
Application Deadline: 2/6/2005

Chief of Police Carl Junction, MO  
Chief of Police - \$30,000-\$32,000  
Overall leadership, direction and management of the Carl Junction Police Department. The City of Carl Junction, Missouri, is a progressive and fast growing community.

### Chief of Police

#### Grandview Police Dept

1200 Main St  
Grandview, MO 64030  
816-763-5524 ext 534

Population: 25,291  
Sworn Officers: 48  
Application Deadline: 3/1/2005

To provide leadership to all police personnel and department activities involved in the direction, organizational planning & development, training, & implementation of law enforcement & public safety communication services. Requirements: B.S. degree in criminal justice, law enforcement, public admin of a related field & 6 yrs of progressively responsible law enforcement exp, with at least 5 yrs in an admin or sr command level, in an agency of equivalent size or larger; & minimum 5 yrs mgmt exp in a comparable municipal police org. The successful candidate should be a visionary & innovative leader with proven track record. City residency required. Salary: \$65,166 - \$91,250 plus benefits. Submit resume, 4 professional references, & salary history: City of Grandview, MO, 1200 Main, Grandview, MO 64030 by 03/01/05.

### Fire Chief

#### West County (Missouri) EMS and Fire Protection Dist.

Population: n/a  
Sworn Officers: 64  
Application Deadline: 2/28/2005

The West County EMS & Fire Protection District (residential population 45,000/daytime population 175,000) has engaged The Oldani Group to assist them in finding a top quality Fire Chief for the community. The District provides fire and safety services for some of the most desirable suburban communities in the western vicinity of St. Louis County. The following areas are supported by their geographical boundaries or by contractual agreements: Ballwin, Des Peres, Manchester, City of Town & Country, Twin Oaks, Valley Park, Winchester, Village of Country Life Acres, unincorporated St. Louis County, Corporate Hill Office Center, and Manchester/270 Office Center. The next Chief will manage a high-performing staff of 64 and an operating budget of over \$8 million, and the remaining proceeds from a \$12 million capital improvement bond. This search has the potential to provide the organization with their first external Fire Chief. There are three fire stations, includ-

ing a newly built administrative headquarters/fire station; in addition, the voter approved bond issue has funded the purchase of new fire and emergency equipment and apparatus. Outstanding homes and a positive work environment, along with superior educational and recreational systems, contribute to these communities' high quality- of-life. The Chief is directly accountable to a three-member Board of Directors and charged with the provision of superb management, operations, communications and administrative skills for the communities served. Candidates must be recognized for their visionary and creative approaches to management, with an inclusive decision-making style and a willingness to make well-reasoned, objective and sustainable decisions. The Chief will have gained management experience in a high performance environment where delegation of authority, participative management concepts, and strong customer service philosophies and ethics prevail. The successful candidate will be politically astute, with sensitivity and appreciation for both political and public processes while displaying a willingness to meet with community leaders, residents, employees and labor groups in an open, honest and constructive manner. An Associate's degree in Fire Services or Admini-

stration, Business or Public Administration, Finance, Government, Management or related fields is required. A Bachelor's or Master's degree (MBA or MPA) or other advanced degrees will be viewed favorably. At least five years of successful managerial responsibility over professional staff must be demonstrated. Experience working with unionized and civil service systems will be highly beneficial. Outstanding analytical and problem solving abilities must be accompanied by the strongest interpersonal and communications skills. A significant background in establishing positive labor-management relations must be demonstrated as well as strong familiarity with contract negotiations. Qualified individuals should submit a statement of interest, current salary information and resume to: Ms. Andrea Sims or Mr. Jerry Oldani THE OLDANI GROUP 10900 NE 4th Street, Suite 2030 Bellevue, WA 98004 425.451.3938 \* FAX: 425.453.6786 resume@theoldanigroup.com www.theoldanigroup.com Closing date for application: No Later Than February 28, 2005.

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## NORTH CAROLINA

### Chief of Police Coats Police Dept

237 N McKinley St  
Coats, NC 27521  
910-897-5183

Population: 1,900  
Sworn Officers: 6  
Application Deadline: 2/11/2005

Contact the department for details.

### Chief of Police Hillsborough Police Dept

127 N Churton St  
Hillsborough, NC 27278  
919-732-9381

Population: 5,566  
Sworn Officers: 20  
Application Deadline: 3/4/2005

Salary 70K range Chief reports to Town Manager and supervises staff of 26 sworn, 3 civilian employees, with approximately 2.0 million budget. Recent annexation between interstates is projected to add 25% population and 50% tax base over next 10 years. : Prefer graduate from an accredited college and extensive experience in police service. Successful candidate must possess outstanding communication, management, budgeting, and writing skills as well as experience in all areas of law enforcement. Must have a proven record of positive leadership and building effective relationships with officers, staff, citizens, business community, and elected officials. Completed application along with a resume and coverletter should be received by 03-04-05. Town Clerk Town of Hillsborough P O Box 429 Hillsborough, NC 27278 Phone: (919)732- 1270

## OHIO

### Chief of Police Canal Fulton, City of

155 Market St.  
Canal Fulton, OH 44614  
330-854-2225

Population: 5,061  
Sworn Officers: 7  
Application Deadline: 2/18/2005

The City of Canal Fulton is seeking candidates for the positions of Chief of Police. The ideal candidate will possess law enforcement administration experience, with a strong leadership and management background. Applicants must have a strong knowledge of collective bargaining, personnel, budgeting and grant procurements. The ability to effectively communicate with the Mayor, elected officials, businesses, civic leaders and the media is essential. O.P.O.T.A. certification is a prerequisite for consideration, along with a bachelor's degree in criminal justice, police science or related law enforcement fields of study. Experience in lieu of degree will be determined on an individual basis dependent on practical full-time experience. The position requires organizational and analytical skills, with 10 years of increasingly responsible law enforcement experience in municipal or county police work, including at least five years of supervisory experience. Preference will be given to candidates with verifiable experience in patrol operations, criminal investigation, police training and criminal and civil court process. An extensive background check will be conducted prior to interviews. Finalists will be required to pass a medical examination to include drug screening. Starting annual salary will be in the range of \$49,500 to \$52,500, depending on qualifications. Applications are available at Canal Fulton City Hall, 155 E. Market St., Canal Fulton, Ohio or may be downloaded from the City's web site at [www.cityofcanalfulton.org](http://www.cityofcanalfulton.org). For further information, please contact Patti Schauwecker, Clerk of Council at 330-854-2225. The completed application, along with a resume and professional references should be submitted by February 18, 2005.

### Chief of Police Madison Police Dept

PO Box 7  
Madison, OH 44057  
440-428-3421

Population: 3,500  
Sworn Officers: 23  
Application Deadline: 2/15/2005

Qualifications: Ohio Certified Law Enforcement Officer or eligible for certification by wavier. High school graduate; Ten (10) years experience as a law enforcement officer. Responsibilities: Supervises subordinate personnel engaged in patrol activities, criminal investigations, evidence collection and retention, training/recruiting functions, records keeping and administrative duties. Special Conditions: Knowledge of: federal and state statutes and case law, police operations, investigative techniques and practices and an understanding of community policing concepts. A demonstrated ability to plan, organize, direct and control the activities of subordinates, the ability to communicate effectively both orally and in writing, and the ability to maintain effective working relationships with fellow employees. Deadline: 02-15-2005: Send resume to Mayor Mike Evangelista, Madison Village Hall, 126 West main St., P.O. Box 7, Madison, Ohio 44057 Salary: Commensurate with experience

### Chief of Police Montgomery Police Dept

10150 Montgomery Rd  
Montgomery, OH 45242  
513-985-1600

Population: 10,000  
Sworn Officers: 20  
Application Deadline: 3/4/2005

Responsibilities include the supervision of 24 employees and the day-to-day operations of the Police Department, including law enforcement, crime prevention, police patrol, security of property, and public education. Candidates must have a minimum of ten (10) years police experience, including at least five (5) years in a supervisory position. Skills in supervision, written and oral communication, planning, training, and budget accountability required. Candidates also must hold a State of Ohio Peace Officer Training Certificate. A Bachelor's Degree in Criminal Justice/Police Administration, with advanced management and leadership training (F.B.I. Na-

tional Academy, Southern Police Institute, Certified Law Enforcement Executive, Northwestern Staff and Command or Police Executive Leadership College) is preferred. A comprehensive background investigation will be conducted. The Police Chief also serves as a key member of the City's management team and regularly participates in various city-wide projects and activities. Interested parties should submit resume with salary history to City Manager, City of Montgomery, 10101 Montgomery Rd., Montgomery, OH 45242 by March 4, 2005.

## OREGON

### Chief of Police Port Orford Police Dept

555 W 20th St  
Port Orford, OR 97465  
541-332-9013

Population: n/a  
Sworn Officers: n/a  
Application Deadline: 2/10/2005

Call for details.

## PENNSYLVANIA

### Chief of Police Alburtis Police Department

260 Franklin St.  
Alburtis, PA 18011  
610-966-4778

Population: 1,700  
Sworn Officers: 8  
Application Deadline: 2/18/2005

Alburtis Borough Council seeks a highly motivated, people-oriented leader to manage their Police Department, consisting of 4 full-time and 4 part-time officers serving a population of approximately 2200 in suburban southwestern Lehigh County. The salary is \$45,947.20 for 2080 hours, plus overtime with excellent benefits package. The position requires a minimum of 5 years experience with a Police Department. Interested persons shall submit a cover letter and resume in confidence to the Executive Secretary, Alburtis Borough Hall, 260 Franklin Street, PO Box 435, Alburtis, PA 18011. Resumes must be received by 4:30 pm February 18, 2005. The Borough of Alburtis is an equal opportunity employer.

**Chief of Police  
Lower Swatara Township  
Police Dept.**

1499 Spring Garden Dr.  
Middletown, PA 17057  
717-939-0463

Population: 8,900  
Sworn Officers: 13  
Application Deadline: 2/18/2005

Seeking candidates for the position of Chief of Police to direct a full-service department with 13 full time sworn officers serving a population of 8,200. The Chief of Police is a civil service employee and reports to the Township Manager. The position requires at least ten (10) years of full time police experience with a minimum of five (5) years experience in the supervisory rank of Sergeant or above. A bachelor's degree and a record of continuing education and training in the field is required. Salary range is dependant upon qualifications. A letter of interest and resume marked "Police Chief Application" must be received by 3:00 PM on February 18, 2005.

**Chief of Police  
North Huntingdon Township**  
11279 Center Hwy

North Huntingdon Twp, PA 15642  
724-863-8800

Population: 30,000  
Sworn Officers: 30  
Application Deadline: 2/23/2005

North Huntingdon Township, Pennsylvania Population 30,000. Requires ten years experience as full-time sworn police officer, five years supervisory experience a must: BS/BA in police science, law enforcement, criminal justice, public administration, or closely related field. MS/MA preferred. Or, fifteen years experience as full-time sworn police officer, 10 years in supervisory position. Residency required. See [www.mercergroupinc.com](http://www.mercergroupinc.com). Resumes to: James Mercer The Mercer Group, Inc. 5579B Chamblee Dunwoody Road, #511 Atlanta, GA 30338 770-551-0403 \* FAX: 770-399-9749 [mercerc@mindspring.com](mailto:mercerc@mindspring.com) [www.mercergroupinc.com](http://www.mercergroupinc.com).

**SOUTH  
CAROLINA**

**Chief of Police  
Anderson Police Dept.**  
401 S Main St

Anderson, SC 29624  
864-231-2277

Population: 26,385  
Sworn Officers: 80  
Application Deadline: 2/28/2005

\$53,268 - \$63,897 A Bachelors Degree in law enforcement, criminal justice or closely related field, ten (10) years of law enforcement experience, three (3) of which must have been equivalent to police sergeant or higher or equivalent combination of education and experience is required. Must also be able to communicate effectively, orally and in writing and possess considerable knowledge of all laws, ordinances, and department rules and regulations and be able to establish and maintain effective working relationships with subordinates, peers, supervisors and the public. We offer an excellent benefit package for all employees including a stable and consistent work week with above average health, dental and life insurance coverage for the employee including a stable and consistent work week with above average health, dental and life insurance coverage for the employee as well as the ability to obtain largely subsidized family coverage. Free retirement benefits are also included for the employee. We provide ten paid holidays per year and the accrual of vacation and sick leave each month. Pre-Tax Flexible spending plans and 401K plans are also available. Please apply in person to 401 South Main St., City Hall Building, 1st floor, Personnel Office or visit our web site at [www.cityofandersonsc.com](http://www.cityofandersonsc.com) to obtain an application to complete and forward to the above address. You may also call 864-231-2209 to request that an application be mailed to you for completion and return. A complete description of the Police Chief job is also available on request. We are an Equal Opportunity Employer. Applications will be accepted through the end of February 2005.

**TEXAS**

**Assistant Chief of Police  
Arlington Police Dept**

P.O. Box 1065  
Arlington, TX 76004  
817-459-5773

Population: 302,886  
Sworn Officers: 498  
Application Deadline: 2/28/2005

Master's Degree in Public Administration, Business Administration, Criminal Justice, or closely related area and experience of five years progressive general management with an emphasis placed on broad-based analytical and program evaluation activities within a large public agency. desired. Responsibilities: The City of Arlington, Texas (pop.359,814) is seeking a highly qualified municipal government professional to serve as Assistant Police Chief to assist the Police Chief in planning and directing the programs and activities of the Police Department Support Operations Bureau. This Bureau's functions and activities include traffic enforcement, criminal investigations, vice and narcotics enforcement, high risk/emergency response services, jail operations, warrant services, community and school services, crime prevention, training, recruiting and management initiatives. The City of Arlington is located in the Dallas-Fort Worth metropolitan area, with a Police Department annual budget of 66,010,369 and 566 sworn and 185 civilian employees. Special Conditions: The finalist will be an experienced and innovative police manager who possesses outstanding communication, organizational and leadership skills. The ideal candidate is a law enforcement leader with wide experience in all facets of policing and public safety. The new Assistant Chief will be a key player in building the department to serve future community needs. For more information please see the City of Arlington website at [www.ci.arlington.tx.us/employment/index.html](http://www.ci.arlington.tx.us/employment/index.html) . Please submit letter of interest and curriculum vita no later than February 28, 2005 to: City of Arlington, Human Resources, Attn: Christina Medina, 201 E. Abram, Suite 790, Arlington, TX 76010.

**Chief of Police  
Bee Cave Police Dept.**

See Below

See below

Population: 1,500  
Sworn Officers: n/a  
Application Deadline: not stated

The Village Administrator of the Village of Bee Cave, TX (Est. pop. 1,500) is seeking an experienced law enforcement professional to be its new Police Chief for this newly created department. Bee Cave is located southwest of Austin, Texas at the gateway to the Hill Country. The Chief will take command of a newly created police agency that is charged with providing services to a growing community in terms of retail development. The Village of Bee Cave has an operating budget of 3.4 million and 11 employees. The Village Administrator is seeking a professional with experience in cities with a comparable mix of police services to Bee Cave and with strong leadership skills to be the new Police Chief. Preference is for candidates who have at least five years of experience as a Police Chief or Assistant Police Chief. Experience working in a suburban community is highly desirable. The position requires a Bachelor's Degree in police science, law enforcement, criminal justice, public or business administration or a closely related field. Candidates must also possess a valid Texas State Driver's License by hire date and have an intermediate certification from TCLEOSE. Send current resume ASAP to: P. Storaci, The Waters Consulting Group, Inc., 2695 Villa Creek Dr., Suite 104, Dallas, TX 75234-7328. Voice: 972.481.1950. Fax: 972.481.1951. Toll Free: 877.356.2924. E-mail: [search@watersconsulting.com](mailto:search@watersconsulting.com).

### Patrol Sergeant Friona Police Dept

102 E 8th St  
Friona, TX 79035  
806-250-2711

Population: 3,809  
Sworn Officers: 6  
Application Deadline: Not stated

Friona - Patrol Sergeant Job Description: The Friona Police Department is currently accepting applications for the position of patrol sergeant. The position requires at least 1 year of supervision experience and an Intermediate TCLEOSE certificate.

### Chief of Police Lorenzo Police Dept.

PO Box 430  
Lorenzo, TX 79343  
806-634-5596

Population: 1,400  
Sworn Officers: 2  
Application Deadline: Not stated

The City of Lorenzo is accepting applications for Police Chief. Five years of law enforcement experience with a TCLEOSE intermediate certification is preferred. The police Chief is relied upon to be an active officer in conjunction with his department head duties. The City of Lorenzo requires a thorough background check. Salary range is \$27,000. to \$28,000. The City offers a benefits package, a retirement plan through TMRS, vacation, holiday, sick leave and a uniform allowance and paid health insurance. Interested applicants can mail a resume to City Hall, P.O. Box 430, Lorenzo, Texas 79343 or send one by fax to 806-634-5597.

### Chief of Police Princeton Police Department

306 N. Front Street  
Princeton, Texas 75407  
972-736-3901

Population: 3,700  
Sworn Officers: 8  
Application Deadline: not stated

The City of Princeton is currently accepting application for Chief of Police. The successful applicant must

demonstrate a minimum of five years of progressive responsible law enforcement experience with at least two years supervisory experience with a TCLEOSE Intermediate, Advanced certification. The Police Chief shall be required to be an active officer in conjunction with his department head duties. The City of Princeton requires a thorough background check. Prior experience or training in budgeting, criminal investigations, case management, community relations, personal computer skills, grant writing, and overall ability to develop and maintain an effective and well-motivated organization are highly desirable. Starting salary \$42,000.00. Qualified applicants may mail a resume to City Hall, 306 N. Front Street, Princeton, Texas 75407 or send one by fax to 972-734-2548.

### Chief of Police Rollingwood Police Dept.

403 Nixon Dr.  
Rollingwood, TX 78746  
512-328-1900

Population: 1,600  
Sworn Officers: 10  
Application Deadline: Not stated

The City of Rollingwood is currently accepting applications for Chief of Police. This demanding but rewarding position requires the working management of a municipal law enforcement agency. The successful applicant must demonstrate a minimum of five years of progressively responsible law enforcement experience and have the ability to pass an extensive background investigation. A Bachelor's Degree in Criminal Justice or related field and TCLEOSE Intermediate, Advanced or Master Certification is preferred. Prior experience or training in budgeting, criminal investigations, case management, community relations, community policing, personal computer skills, grant writing, and the overall ability to develop and maintain an effective and well-motivated organization are highly desirable. Salary is commensurate with experience and qualifications. Qualified applicants may forward a cover letter and resume to Mayor Hollis Jefferies, address above.

### Fire Chief Sweetwater Fire Dept.

810 E. Broadway, P.O. Box 785  
Sweetwater, TX 79556  
325-236-6313

Population: 11,967  
Sworn Officers: n/a  
Application Deadline: not stated

Supervises the planning, operation and administration of the Fire and EMS Departments including fire suppression, fire inspections, loss prevention, life safety and emergency medical activities in the city and county. Provides direct and indirect supervision over sworn, technical and clerical staff. Acts as emergency management coordinator. Responsible for annual budget for the Fire and EMS Departments. Experience/Education: Combination of experience and training equivalent to bachelor's degree in Fire Science or Public Administration. Seven years progressively responsible experience in a combined Fire/EMS environment. Must be certified as a fire fighter by the Texas Commission on Fire Protection, Certified as a paramedic desired; valid Class B Texas drivers license with driving record that meets city guidelines. Knowledge of Chapter 143 Civil Service Law. Interested applicants contact Ida Rivera HR Director at 325-236-6313 or e-mail ida-rivera@sbcglobal.net for application.

### Police Sergeant Watauga, City of

7101 Whitley Road  
Watauga, TX 76148  
817-514-5819

Population: 23,000  
Sworn Officers: 56  
Application Deadline: 2/11/2005

This position will oversee and manage many different aspects of Law Enforcement and Community Services for the Public Safety Department. Tactical team experience is preferred. Requirements: Must have a high school diploma or G.E.D;

Must be 21 years of age. Must have no felony convictions; Must have no DWI, DUID or above Class C convictions within the last five years; Minimum three (3) years of experience in law enforcement; Must have current knowledge of law enforcement techniques and Community Services techniques; Must meet the requirements of TCLEOSE for Peace Officer Certification; Must possess an Intermediate certificate from TCLEOSE or the ability to obtain within one (1) year of employment; Must possess a Texas driver's license or obtain one within 60 days of employment; Must successfully pass a written, oral and physical examination. The starting salary for this position is \$26.979 per hour. The deadline to apply is February 11, 2005. Contact: Clifton Beck, 7101 Whitley Road, Watauga, Texas 76148, Phone: 817-514-5819, Fax: 817-281-1991, Email: cbeck@cowtx.org

## WASHINGTON

### Chief of Police Ferndale Police Dept

5640 3rd Ave  
Ferndale, WA 98248  
360-384-3390

Population: 9,400  
Sworn Officers: 15  
Application Deadline: 2/28/2005

Chief of Police Ferndale, WA Chief of Police City of Ferndale up to \$72,000 per year. Contact: (360) 384-4302.

### Chief of Police Mossyrock Police Dept.

231 E State St  
Mossyrock, WA 98564  
360-983-3300

Population: 565  
Sworn Officers: 3  
Application Deadline: not stated

Contact the department for details.

## WISCONSIN

**Chief of Police**  
**Milton Police Dept.**  
 120 Parkview Dr  
 Milton, WI 53563  
 608-868-6910

Population: 5,419  
 Sworn Officers: 9  
 Application Deadline: 2/25/2005

\$52539 to 61539 per year. Personnel Management, budgeting, community policing, investigation and community relations; Demonstrated ability to work with various community members and local officials. Bachelor's degree in police science, criminal justice, police administration, public administration or related field. 10 years in Law Enforcement with 3-5 years in a command position. WI LESB certification. Specialized training such as FBI, SPI or Northwestern University desirable. Oral interview and background check required; written exercise, physical exam, psychological profile and drug screening may be conducted. Residency in Milton School District required. Resume with cover letter and five references. Additional information and application form can be obtained from web site. Agency Website: <http://www.ci.milton.wi.us> Agency E-Mail Contact: [b.forrest@verizon.net](mailto:b.forrest@verizon.net).

**Chief of Police**  
**Port Washington Police Dept**  
 365 N Wisconsin St  
 Port Washington, WI 53074  
 262-284-2611

Population: 10,500  
 Sworn Officers: 19  
 Application Deadline: 3/18/2005

The City of Port Washington seeks a Police Chief in charge of its Police Department (19 full-time sworn officers). Qualifications: Bachelor's Degree from an accredited college or university in police science, public administration or related field. WI Law Enforcement Standards Board Certified or ability to obtain.

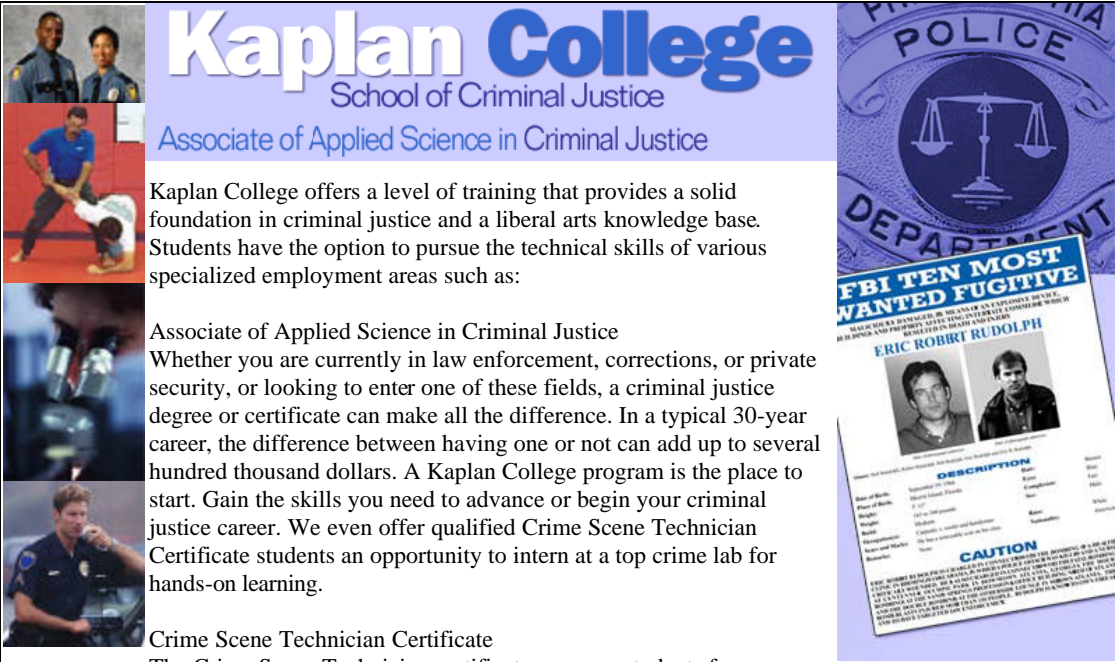
Graduate from FBI National Academy or similar training program. Ten years law enforcement experience, three years of which at police sergeant level or higher. Salary Range: \$64,375- \$78,106. Applications: Apply by sending a letter of interest to: Port Washington Police Department c/o Police and Fire Commission 365 N. Wisconsin Street Port Washington, WI 53074 Deadline: March 18, 2005

**Fire Chief**  
**Salem Fire Dept.**  
 See Below  
 See Below

See Below  
 Population: n/a  
 Sworn Officers: n/a  
 Application Deadline: 2/18/2005

Salem, Wisconsin Seeking a visionary leader to continue the consolidation of 4 independent fire and rescue departments into one municipal dept. Need an innovative problem solver with demonstrated leadership and interpersonal skills. This position is a working chief position in a department comprised of approximately 100 paid-on-call and paid on premise personnel. Bachelor's degree preferred, and/or Fire Officer III level, or equivalent experience.

perience. Certified firefighter; Licensed paramedic (or ability to obtain). Minimum 5 years experience in management at a chief officer level. Demonstrated experience in employee relations, fiscal management, and development of operations and procedures. Apply with cover letter, resume, and current salary. Code: WISL McGrath Consulting Group, Inc. P.O. Box 190 Wonder Lake, IL 60097 815-728-9111 \* FAX: 815-331-0215 [m McGrathpd@aol.com](mailto:m McGrathpd@aol.com).



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